

## Middle-Level Management Involvement in Strategy Process, and Organizational Performance

**Authors :** Mazyar Taghavi

**Abstract :** This research examines middle-level managers' involvement in strategy process in 15 manufacturing and service companies in Iran. We considered two dominant theoretical arguments for expecting a positive association. According to the first direction involvement improves organizational performance by improving the quality of strategic decisions. According to the second track, middle managers contribute to increased levels of performance through strategic consensus among them. Results indicate that involvement in the strategy is related to organizational performance. Involvement is associated with consensus (i.e. strategic understanding and commitment) among middle-level managers. However, findings indicate that consensus is not related to the organizational performance.

**Keywords :** middle-level management, strategy process, organizational performance, strategy consensus

**Conference Title :** ICSR2020 : International Conference on Scientific Research and Development

**Conference Location :** Chicago, United States

**Conference Dates :** December 12-13, 2020